

# WIN THE BATTLE FOR TALENT WITH 2ND CHANCE HIRING

At Leadpoint, we believe in the power of work to change lives, support families, and create strong communities. We are advocates for reducing barriers to employment for Americans who want to work but may have difficulty getting hired because of a prior conviction or a failed background check. We are a committed 2nd chance employer.

## Why Non-traditional Hiring Makes Sense

- **Tight labor market.** Adjusting hiring standards expands options for employers and job seekers.
- **Create pride.** 2nd chance empowers self-sufficiency, creates a sense of belonging, and generates pride across an organization.
- **Community benefit.** Unemployment is an expensive burden on social services and government programs. Expanded hiring creates wage earners who contribute to the economy and to society as a whole.

## 2nd Chance Hiring In Action

Leadpoint's managers work with parole offices and work release programs to identify people who are eager to join a team and build a career.

We also work with community groups like The Salvation Army, Goodwill, and Volunteers of America to provide job opportunities for people who need them the most.

**2ND CHANCE OPPORTUNITIES CAN START A LIFELONG CAREER IN RECYCLING**

38% of Leadpoint managers started in entry-level jobs

**38%**

47% of managers were promoted from within

**47%**

**LEADPOINT EMPLOYEES HAVE LONGEVITY**

**33%** have been with Leadpoint for **1+ YEARS**

**6%** have been with Leadpoint for **5+ YEARS**

## 2nd Chances & Career Success



"Leadpoint gave me a second chance, changed my mindset, and gave me purpose through honest

work. I aspire to inspire others and wholeheartedly believe in our mission at Leadpoint."

**Maiko Joslin**  
Talent Acquisition Manager



Arturo manages one of Leadpoint's largest sites but the path to becoming a manager wasn't

an easy one. It was a struggle to become somebody he never thought he was going to be. "I gave myself a hard life because of bad choices I made after high school. Instead of going into college, I got in trouble," he said. "The only job I could find was dishwasher and even that didn't last." He found Leadpoint in 2012 and kept moving ahead. Today he works to help others become better and do better in their lives.

**Arturo Guerrero**  
Onsite Manager, Newby Island, CA



**LEADPOINT**